


---

---

---

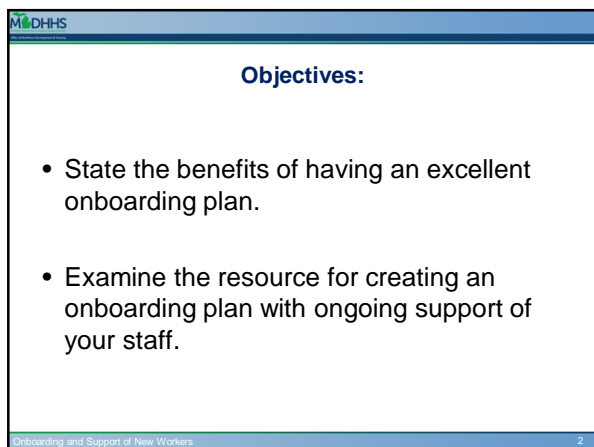
---

---

---

---

---




---

---

---

---

---

---

---

---




---

---

---

---

---

---

---

---

MDHHS

Onboarding and Support of New Workers

### Welcome to Child Welfare!



Onboarding and Support of New Workers

4

---

---

---

---

---

---

---

---

MDHHS

Onboarding and Support of New Workers

### What was your experience as a new child welfare worker?



Onboarding and Support of New Workers

5

---

---

---

---

---

---

---

---

MDHHS

Onboarding and Support of New Workers

### Successful Onboarding



Onboarding and Support of New Workers

6

---

---

---


---

---


---

---

---



### Resources for creating an Onboarding Plan:



- Onboarding Packet for New Workers
- [Onboarding in a Box](#) – Linked In
- [Creating an Onboarding Process](#) - Silkroad

Onboarding and Support of New Workers 7

---

---

---


---

---


---

---

---



When onboarding workers, you need to be personality specific and job specific!



Onboarding and Support of New Workers 8

---

---

---


---

---

---

---

---




### Supporting New Workers

New workers need:

- Weekly meetings with their supervisor.
- A supportive mentor.
- Specific information for working with partners.
- Workshops or trainings offered for new workers.

*Set Them Up For Success*



Onboarding and Support of New Workers 9

---

---

---

---

---


---

---

---

**MDHHS**

## Navigating the Child Welfare System



- Step 1: Name the challenge.**
- Step 2: Ask about their experience and expertise.**
- Step 3: Add information.**
- Step 4: Ensure mutual understanding.**

Onboarding and Support of New Workers

10

---

---

---

---

---

---


---

---

**MDHHS**

## Job Shadowing and Mentors

- Have a plan for formal and informal job training.
- Use the Plan, Do, Check, Act Cycle.



Onboarding and Support of New Workers

11

---

---

---

---

---

---



---

---

**MDHHS**

## Ongoing Support

- Ongoing support is key for retention of new workers.
- During their first year on the job, it is important to provide a strong foundation and ground them with support.
- A key piece to this is selection of the right mentors.
- Create a professional development plan with your new worker for how continuous learning after training.

Onboarding and Support of New Workers

12

---

---

---

---


---

---

---

---

**Voices from Child Welfare**



Onboarding and Support of New Workers 13

---

---

---

---

---

---

---

---

**Ongoing Support**

Help workers hit milestones:

- Create clearly stated milestones.
- Set achievable goals:
  - ✓ Timeliness of reports
  - ✓ Casework home visits
  - ✓ Organization of workload
- Give them something to celebrate!



Onboarding and Support of New Workers 14

---

---

---

---

---

---

---

---

**Success Will Look Like This!**



Onboarding and Support of New Workers 15

---

---

---

---

---

---

---

---



### Mentoring through Modeling Parallel Steps: Onboarding and Support of New Workers





*A Leader is one who knows the way, goes the way, and shows the way.*

Onboarding and Support of New Workers

16

---

---

---


---

---

---

---

---



### References

- [Onboarding in a Box](#) – Linked In: Author: Stephanie Howell Bevegni, June 9, 2015
- [Creating an Onboarding Process](#) – Silkroad, Copyright 2017 SilkRoad Technology, Inc | All Rights Reserved
- [National Child Welfare Workforce Institute](#). Activities to Promote The Transfer of Training
- [Staff Retention in Child and Family Services The First Six Months Workbook 5](#); Gary Anderson, PhD, Director of School of Social Work, Authors: John McKenzie, BSIE, Judith McKenzie, MSW & Rosemary Jackson, MSW, June 7, 2007

Onboarding and Support of New Workers

17

---

---

---

---

---

---

---

---